

ASCLS- Missouri 2021 Leadership Meeting  
 Hybrid (zoom and president's home)  
 August 28, 2021  
 10:00 AM – 1:58 PM  
**Minutes**

Call to Order – Candy Barker, President

Roll Call/Introductions of Board and Leadership/Roster Review

Present:

President: Candy Barker	Pace/Scholarship/Nominations: Lucia Johnson
President-Elect/St Louis District: Jeanne Anderson	GAC/PAC/PACE: Renee Setina
Past President: Stephanie Godfrey	Web Master: John Godfrey
Secretary/Bylaws: John Koenig	ByLaws: Hannah Zane
Executive Secretary: Mary Lou Vehige	

Secretary Report – Minutes of 05.08.2021 Leadership Meeting – John Koenig  
 Copy of Minutes emailed to all Leadership Members.

Minutes were approved

Treasurer Report – April Hansen

**ASCLS-Missouri**

Treasurer's Report to Board of Directors

Report Date: August 28, 2021

Treasurer: April Hansen

Reviewed by Leadership and Board

Minutes Approved

- I. Board Report – Candi Barker
  - a. Members – Past-President – Steph Godfrey, President-Elect – Jeanne Anderson, Secretary – John Koenig, Treasurer – April Hansen,  
Board Directors: 1st Year – Alese Thompson, 2<sup>nd</sup> Year – Danyel Anderson

No Reports

Committee Reports – (if available)

No Reports

Old Business –

2021 Annual Meeting and Conference – St. Louis – November 10, 11, 2021 – Candi Barker

Committee still has concerns about attendance. Many hospitals in St Louis still have restrictions on attending outside meeting. Seems few restrictions among KC Hospitals.

We do have 19 Vendors registered to exhibit at the meetings, which is 6 fewer than we originally had for last April.

We do have a 60 day out on our contract, but that means we have a month to make a final decision.

If we do have to cancel this meeting we will just move on to the 2022 KC Meeting.

ASCLS House of Delegates Report from June meeting – Steph Godfrey

1. Much discussion at the House of Delegates concerning Diversity and BOD and Region Restructure.
2. Vendors had small Tables set up to exhibit there wares and used several short scheduled learning programs which were quite successful.

I. New Business –

**Joint 2022 Annual Meeting – Kansas City – Candi Barker**

2022 Meeting will be in Kansas City. Dates: April 11, 12, 2022. Hosts are ASCLS-MO, ASCLS-KS, and HOA-CLMA. Patchwork of Learning Meeting. Location is Olathe Health Education Center.

There is a question whether it will be in-person only or a hybrid. This meeting will be discussed during the following Patchwork Planning Meeting.

### **Legislative Days – DC – October 25<sup>th</sup> – 26, 2021**

Meeting has been moved from Spring to the Fall due to Covid concerns. This may be a permanent move because of so many Congressional vacations in the Spring.

Since we have not been to the Hill in two years, it is important that this meeting is held.

There was a Legislative presentation at the National Meeting to prepare us for Leg Day.

Steph Godfrey indicated she may attend. Deadline for Registration is September 13<sup>th</sup>. Late registration through October 4, 2021.

### **ASCLS Zoom Mid-Year House of Delegates – January 2022**

This will be the Second year that ASCLS has gone with a mid-year House of Delegates. Candi attended last year and found it valuable. ASCLS-MO delegates serve for the whole year. Our delegates are Candi, Steph and Jeanne. We did not have a developing or ascending delegate at the National Meeting.

### **Adjournment (Planning Meeting to Follow)**

Next Meeting: Saturday, November 6<sup>th</sup> at 10:00 AM via Zoom

### **Planning Meeting -- Fiscal 2022**

### **Planning Meeting Discussion Topics**

- ASCLS-MO Financial Status

- Restructure of Missouri Board and Leadership
- Missouri Districts
- Membership
- Leadership
- Tom Reddig Scholarship Fund
- Nominations Committee
- Future of Education Meetings
- Publications/Publicity/Website

### **ASCLS-MO Financial Status**

- Current Bank Accounts Balances:
  - ASCLS-MO: \$14,177.64
  - Meetings: : \$19,165.34
- Budget Review
  - Projected Income: \$10,800.00
  - Projected Expenses: \$7,939.00
- Income Sources
  - State Dues
  - Annual Meetings & Conferences
  - Donations
- Submitting Expenses
  - Expense reports – Reimbursement Request Voucher, Donation Voucher

### **Board Restructure Proposals**

- Proposed structure changes
  - ASCLS Regions
  - ASCLS-MO
- Plans for voting and implementation of ASCLS Regions structure changes
- Implementation timeline for ASCLS-MO structure changes
- **Suggested changes proposed for Region structure**
  - The suggestion has been made to increase the size of the Nominations Committee and to change all the Region Directors to Directors –At-Large.

- The Nominations committee could fill the 10 Director positions from anywhere in the country and not be limited to each Director coming from 10 different Regions. It would then allow the nominators could look for Diversity when choosing the people they ask to run for Director-At Large.
  - Note: Each Director would be assigned a Region to communicate with, so it is possible to have a Director from California being assigned to Region VI.
- Another suggestion is to reduce the number of Regions and have some combination of Region Directors and Directors-At-Large. This proposal came from the floor.
- When Region structure will be voted on/changed by national board?
- There is to be more discussion at the January House of Delegates.
- I believe they would like to take a vote on it at the Interim House of Delegates.
- Comments so far from the membership on Region structure change
  - A large number of comments at the House and afterwards in the community chat showed a number of concerns with this proposal.
  - Many comments concerning Mentorship. Many felt that they would not have become as active on National Level or even Members of the Board of Directors without the present Region Structure.
  - Many felt having a Region Director from your Region as Mentor was extremely valuable to their growth in the Society.
  - Once they became active on National Level they had many other Mentors, but the Mentorship they received from their Region Director and other Leaders within the Region was invaluable.
  - Many felt Diversity was needed within the Society and the Board. This change would help increase Diversity.
  - Some thought that the proposal from the Floor would answer those concerns, also.

- I believe the Majority of Comments felt the Region Director structure best aided communication between the States and National by having someone from the Region as Region Director. Even though the Region Director when acting as part of the Board must consider the best interest of the Society as a whole, the Region Director is still responsible for bringing State concerns to the attention of the Board.
- The Nomination Committee should consider Diversity when discussing Candidates for Region Directors with members of each Region.

- **Changes proposed for Missouri Board structure**

1. President: President will serve two-year term.
2. President-Elect: P-E will serve one year term prior to moving into the position of ASCLS-MO President
3. Director-at-Large: Director-at-Large will serve two-year term (elected on opposite year of P-E). Note assumes duties of President-Elect the Year the P-E assumes the position of President.
4. Treasurer: Treasurer will serve two-year term
5. Secretary: Secretary will serve two-year term (elected on opposite year of Treasurer).
6. Ascending Professional Director: ASCLS Member within first five years of their career.
  - a. One Year Term
  - b. Appointed Position by President. Can be the immediate past Developing Professional Director.
7. Developing Professional Director: ASCLS Student member.
  - a. One Year Term
  - b. Appointed Position by President.
8. Executive Secretary: Non-voting Member of the Board. Serves at will of the President (Appointed Position).

- ELECTED COMMITTEE

1. Nominations Committee shall be made up of three (3) annually elected members.

2. President will appoint one of these elected committee members as Chair.

- APPOINTED COMMITTEES

1. Leadership Development – Chair of this committee will also serve to oversee all appointed committees, except Membership and Web Technology Coordinator, and reports directly to President.
2. Government Affairs/ PAC
3. Promotion of the Profession
4. Scholarship
5. PACE
6. Bylaws
7. Web Technology Coordinator -- Reports directly to The President
8. Membership Committee -- Reports directly to The President
  - a. Chair: Director-at-Large
  - b. Members: Developing Professional Director, Ascending Professional Director, Promotion of the Professions Chair and District Representatives

- DISTRICTS

District Representatives are appointed as one-year position by President. It is the responsibility of the District Reps to provide educational and social activities within their district. District Reps or members of the Membership committee

1. St Louis
2. Kansas City
3. Springfield/Joplin
4. Cape Girardeau/Poplar Bluff
5. Columbia/Jefferson City
6. Hannibal

- Timeline to get the state structure implemented

- Bylaws and SOPs have been reviewed and approved by Board. However, since National is consider major structural revisions, I expect we will be able to add any changes that are required by changes to the National Bylaws during 2022 and submit to National

Bylaws Committee. I would expect a membership vote on Bylaws at 2023 Spring Meeting.

- Discussion of Timeline: Mary Lou had concerns that if we waited to 2023 Spring Meeting to approve Bylaws with state, region and National changes included it would be 2025 before Missouri Restructure was completed. It was suggested that we go ahead and submit the Board approved Bylaws to National Bylaws committee.
- It was decided that bylaws would be sent to Hannah to review and John Koenig and Hannah would confirm that all changes approved are correct in bylaws and Hannah would submit the bylaws to ASCLS Bylaws committee. Membership could then vote at either the November, 2021 or April, 2022 Business meetings.

### **Missouri Districts**

- Members acting as district representatives:
  - Jeanne - St. Louis
  - Alese - Columbia/Jefferson City
  - Danyel - Springfield.
  - Needed representation: Cape Girardeau/Popular Bluff, Hannibal and KC
- Our proposal for virtual education meeting/social in the districts:
  1. Provide 5 PACE approved education sessions over 5 weeks for 1 hour each
  2. Session Schedule – January – February` 2022
  3. Each district representative would find a speaker
  4. University of MO may sponsor these sessions and could provide the Zoom Webinar access
  5. Considering no charge for sessions as a member benefit
- Next planning meeting – September 13<sup>th</sup> @ 8:00 PM

### **Membership**

- ASCLS focusing on creating membership value – what’s in it for me?
  - Open Forum: Membership Mondays
- Status of Membership Committee Activities



- National: Ascending and Developing membership saw largest growth in 2021
- ASCLS-MO: Emailed all 2021 graduates and tried to personally recruit, but I am not having any luck. Reasons cited include going back to school and or lab shortages resulting in lots of overtime.
- State Dues Structure changes – proposed to make all state dues the same amount (\$20)

## **Leadership Development**

- Committee Members: Tim, Danyel, Alese
- Objectives
  - Promoting Future Leaders from Ascending and Developing members
  - Identifying Ascending/Developing Directors for the state forums
  - Providing two student sessions at the Gateway to Laboratory Learning conference and exhibits

Letter to Developing Members from Tim – see below

Letter to Developing Membership

My name is Tim R. Randolph and I am a professor of Medical Laboratory Science at Saint Louis University and the Leadership Development Chair for the American Society for Clinical Laboratory Science-Missouri (ASCLS-MO). Your Program Director gave me your name and email address in order to invite you to consider becoming active in the work of ASCLS-MO.

You may or may not know that the parent organization, American Society for Clinical Laboratory Science, was formed in the 1930s as the American Society for Medical Technology and has operated continuously since then and changing its name to the American Society for Clinical Laboratory Science in the 1990s. The Missouri state constituent society (American Society of Clinical Laboratory Science - Missouri) was established in 1948 and has also been serving the needs of medical laboratory professionals in Missouri since then.

As the Leadership Development Chair, I would like to invite you to participate in two exciting opportunities to support the work of ASCLS-MO. First, the Board of Directors (BOD) of ASCLS-MO seeks the input of medical laboratory students and recent graduates to help the organization make decisions that impact the services we provide to the Missouri laboratory community and to shape the future of the organization. There is one position for a student (Developing Professional) and one position for a recent graduate (Ascending Professional) on the BOD. In addition, each position will seek to form a committee of several additional people to advise them on activities related to student

and new professional needs. Second, I would like to invite you to attend the ASCLS-MO state laboratory conference, co-sponsored by the Heart of America Clinical Laboratory Managers Association (HOA CLMA) in St. Charles, MO on November 10 and 11, 2021.

If one or both of these opportunities sound exciting to you, please reply to this email and we can start a conversation. Please indicate if you are interested in one of the formal positions on the ASCLS-MO BOD; in being a committee member,; or in attending the laboratory conference in November.

Hope to hear from you soon,  
Tim

Tim R. Randolph, PhD, MT(ASCP)  
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Doisy College of Health Sciences  
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### **Nominations Committee**

- Committee Structure
  - Chair: Steph Godfrey
  - Committee: Tim Randolph, Brenna Ildza, and Lucia Johnson
- Review Bylaws for candidate qualifications
- Discuss plans for identifying candidates and building pool of qualified candidates
- Steph is going to contact members at the November Meeting. She is going to approach members with flyers, email, and our facebook page to enlist a pool of candidates.

### **Tom Reddig Scholarship Fund**

#### **1. Current Checking Account Status**

- a. Current balance - \$7947.51
- b. Additions from fundraising
  - i.2016 (candy bar sales/50:50 raffle) = \$446.00

- ii.2017 (candy bar basket) = \$93.00
- iii.2018 (Silent Auction) = \$228.25
- iv.2019 (Beer/50:50 raffle) = \$183.00
- v.TOTAL = \$954.00
- c. Scholarships awarded
  - i.2017 - \$2000.00 (Dorinda Mast)
  - ii.2018 - \$1000.00 (Caleb Brown)
  - iii.2019 - \$1200.00 (Erika Martin)
  - iv.2019 - \$700.00 (Awa Diop)
- d. Miscellaneous – 2017 - \$100.00 (poster for meeting)

## 2. 501c3 Information

1. To create a 501c(3) tax-exempt organization, first you need to form a Missouri nonprofit corporation. Then you apply for tax-exempt status from the IRS and the state of Missouri. Here are the details.
  - i. [Choose directors for your nonprofit minimum of 3\).](#)
  - ii. [Choose a name for your nonprofit.](#)
  - iii. [Appoint a registered agent.](#)
  - iv. [File Missouri nonprofit Articles of Incorporation.](#)  
(\$25.00)
  - v. [Prepare nonprofit bylaws.](#)
  - vi. [Hold a meeting of your board of directors.](#)
  - vii. [Obtain an employer identification number \(EIN\).](#)
  - viii. [Obtain business licenses.](#)
  - ix. [File annual report.](#)
  - x. [File Form 1023 for federal tax exemption.](#)
    1. 1023-EZ for \$50,000 or less per year - \$275.00
    2. 1023 for >\$50,000 - \$600.00
  - xi. [Apply for Missouri tax exemptions.](#)
  - xii. [Complete other state reporting and registration requirements.](#)

## 3. Ideas for fundraising

- Need to obtain mailing list of pathologists in Missouri, graduates of Missouri MLS/MLT programs, MT/CLS/MLS/MLT working in Missouri
- Write compelling letter requesting donations – one time/recurring/in honor of/in memory of/inclusion in wills/trusts
- Other??

4. To consider:

Will the effort to obtain 501c3 status justify the potential amount of money raised?

5. Report: Lucia will assume Pace chair for annual meeting committee. Lucia needs to follow up and fill out paperwork for the November Meeting. She will contact Tim about the program.

Lucia will train Renee to take over PACE next year.

**There are groups that will help set up a non profit for around \$1000. Lucia will investigate this and bring back to the Board. John Godfrey offered his help with this. He said a 501c3 makes it easier to get grants.**

**Future of Education Meetings**

REVIEW OF MEETING OPTIONS	IN PERSON	VIRTUAL	HYBRID
Venue	Hotel	Webinar	Hotel and Webinar
Budget	~\$16K to \$20K (contracted with hotel)	Costs on technology and people to setup and manage	Higher costs because providing both venues

Vendors/ Speakers	Exhibit Hall - Main monetary support  Speakers provided by vendors	Provide virtual presentations and speakers	Booth and virtual presentations Speakers can be virtual
Attendance	Low – Local attendees and members	ASCLS 2020 – 900 plus Attendees could be from anywhere	50/50 at the ASCLS 2021 meeting Attendees could be from anywhere
Publicity	Costly – hard to maintain contacts	?	?
Entertainment/ Food	50% of budget	None	50% of budget
Revenue	Low in current environment (COVID and staff shortages)	Lower – can't charge as much for sessions	Lower – both venues supported

**Discussion:** Need to look at this. One possibility is to form a task force to look at this including when and how we could have a virtual meetings.

- KC Meeting Plans
  - Joint Meeting with ASCLS-MO, ASCLS-KS & HOA-CLMA
  - April, 2022 (on Monday/Tuesday or Tuesday/Wednesday)
  - Venue: Olathe Health Education Center
  - Costs: \$500 per day
  - Food: Caterer of your choice
  - Exhibits: can have 10 tables for exhibitors

- Capacity: 2 rooms with seating for 35-50
- AV: each room will have a podium, screens in front and rear, microphones and internet connection
- Hotel rooms: Book with one of the hotels in the area
- Need a plan and timeline for ASCLS-MO to prepare and implement ability to host virtual meetings
- Identify alternative venues across the state
- Partner with other organizations
  - Region VI joint meeting
  - SAFMLS
  - Other states in Region VI
  - States outside of Region VI
- Cost analysis of each meeting format

### **Website/Publications/Publicity**

- Current status of the website
- How is the website funded?
- How much time does it take to manage the website?
- Impacts of providing virtual education. What do we need to do to be able to provide?
- Thoughts on what could be done for the “newsletter” via the website
- Are we still receiving several “hits” to the website

### **Response to these questions:**

#### **Current Status of the Website**

- I am not sure what is meant by this question. If there are specific needs or changes that you or others would like to see, please let me know.
- Discussion of this at meeting: We need to refresh content often. This can be done by sending articles and necessary updates. You can also send links to interesting articles with a few sentences about what the link is. Members need to write articles and send them to John. These could be a couple of paragraphs or a full article. Updates on state or district educational or social meetings. Send in pictures to be put on website..
- Need the updates and additions to engage people to look at website and get on search engines.

#### **How is the Website Funded?**

- The website, the hosting, the addons for the themes, the email service, domain name registration costs, and more are paid for in whole by John and Stephanie Godfrey.

There is an annual grant that is maintained to provide \$2,500 (annually) worth of cloud-based security services from Cloudflare that John and Stephanie applied for, obtained, and continue to annually maintain the grant for the website. All labor for the maintenance, support, graphic design, marketing and advertising, and updates are provided for free from John and Stephanie Godfrey.

- From a social media perspective, these accounts are maintained by John and Stephanie Godfrey. There are periodic costs associated with marketing and advertising that is performed on Facebook for events and society activities. These marketing and advertising costs are paid in whole by John and Stephanie Godfrey.
- There have been other costs specific to projects or activities that have been paid in whole by John and Stephanie Godfrey. Some examples include outsourced graphic design work, printing costs for flyers, printing costs for name badges, name badge creation software, CRM software to organize and track vendor contact information, CRM software to organize event attendee information to make it available for the society or for vendors, knapsacks for conference attendees, specialized cutting devices for working with name badges, name badge holders, and more.
- From a reporting perspective, if ASCLS-MO is needing "a number" to have on a report, we can generate an estimated amount to send back to you.

### **How Much Time Does It Take to Manage the Website?**

- The time for the website itself is highly variable. It is dependent upon what events are being planned, what events are going on, what other annual information needs to be updated, routine maintenance of the website and website hosting, periodic reviews of the site for security health checks, hosting updates, Wordpress platform updates, add-on updates, integration checks after updates, testing of the site periodically for security issues, remediating any issues found, changes in web technologies that need to be incorporated into the site, and more.
- From a strict numbers perspective, John has not tracked this, so it is hard to give. A very rough estimate is 4-8 hours on a slow month and 25+ hours on busy months surrounding events.
- There is further time spent with social media, responding to emails that come into the [asclsmo.org](mailto:asclsmo.org) email accounts, responding to vendor questions, design work for various media components, routine data tasks for lists to prepare them for marketing and advertising, researching new components or approaches for use on the websites, supporting new technology ideas or approaches to support the society's goals, on-site event support and technology troubleshooting, etc.

### **Impacts of Providing Virtual Education. What do We Need to do in Order to Provide?**

- This is a question that would be better suited with understanding what the society's needs or goals are for a virtual education event. From there, we can map out the requirements. Once we have the requirements, we can go back and develop the technology plan to meet the requirements. This technology plan could be constructed to have a few choices available.
- Broadly speaking, you will likely need some type of platform or software by which to allow for remote presentation sharing, attendee interaction, and possible live streaming. This platform might need to be thought about more broadly too, so that it could be used for future conferences to offer a hybrid offering. Some of these platforms allow for virtual vendor booths, and this might be a way to continue to obtain sponsor money for hybrid events.
- Other things that you will likely need to think about:
  - If you want to record and store each of these educational events – to be used in a variety of contexts for later.
  - Some type of registration system to help facilitate the event.

- Some way in which to allow sponsors or vendors to register for the event and their registrations should cover the operational costs to host such events.
- Some type of schedule to share with the membership and others to let them know about the events in advance.
- Some type of marketing and advertising plan.
- If there were other things that you would like to offer to the remote participants – perhaps freebies from the vendors that are mailed out to attendees, gift cards from a vendor raffle, technology devices in a giveaway from the vendors, etc.
- Will these sessions be offered for continuing education credits? If so, during the live event only or later from the recordings too?
- Where you want to store and host the recorded sessions from and if you will make those available for free to the membership, if you would charge a nominal fee for them after the event, and if you would offer them for sale to non-members.

### **What Can Be Done with the Newsletter for the Website?**

- The single biggest challenge for this is the need for content. We must have folks create content, repurpose content from others, etc. Without content or materials to share, there is no need for a newsletter. This has been the historical issue that has stymied the newsletter. The next part to this is consistency in having the content made available. If this is something that the society wants to do, then prioritizing the consistency and availability of the content will be critical to the success of the newsletter. You would not want to start it and get the membership excited about it, to only have to stop doing it shortly thereafter due to lack of content.
- In terms of the website, we can make this work. John would need to test some things, but it would likely look something like this: each item of content would be posted as a blog entry on the website, each blog entry would roll up into a digest of updates that could be used for a periodic email blast that would be the electronic newsletter. Some or all of these blog updates could also be shared out to the social media properties to ensure fresh content on those platforms and to continue to drive engagement.

### **Are We Still Receiving Several Hits to the Website?**

- While John is not entirely clear on this question, we do get traffic to our sites. This is in part to the continued marketing and advertising work, the search engine optimization (SEO) work, and other items that John and Stephanie do to help keep our sites and properties fresh online.
- Here are some high-level descriptive statistics:
  - [ASCLSMO.ORG](http://ASCLSMO.ORG)
    - Cloudflare
    - Unique Visitors in Last 30 Days – 3,020
    - Total Request in Last 30 Days – 42,690
    - Total Security Threats Stopped in Last 30 Days – 5,580
  - [ASCLS-MO.ORG](http://ASCLS-MO.ORG)
    - Cloudflare
    - Unique Visitors in Last 30 Days – 885
    - Total Request in Last 30 Days – 2,750
    - Total Security Threats Stopped in Last 30 Days – 22
  - **ASCLSMO.EVENTS**
    - Cloudflare
    - Unique Visitors in Last 30 Days – 1,400
    - Total Request in Last 30 Days – 8,840
    - Total Security Threats Stopped in Last 30 Days – 1,630
  - **ASCLS-MO Facebook Page**
    - Page Views in Last 28 Days – 14
    - Page Likes in the Last 28 Days – 247



- Post Reach in the Last 28 Days – 165
- Post Engagement in the Last 28 Days – 82
- Page Followers (New) in the Last 28 Days – 247
- For visitors to the Eventbrite site, John will have to look and see if there is data available.
- If there are other data or statistics that you would like to see, please let John know.

## Goals Discussion

### **2021-2022 Goal Categories to Prioritize and then identify 3 goals that are achievable and beneficial to membership**

- ❖ Membership - Promoting Ascending and Developing Members; promoting membership value
- ❖ Leadership – mentoring future leaders
- ❖ Nominations – building pool of qualified candidates
- ❖ Society Bylaws - Restructuring Leadership Roles/Board Make-up
- ❖ Finances – Budget/Funding/Audit – having enough funds for activities and ensuring member benefit from expenditures
- ❖ Scholarship Fund – provide awareness of TRSF scholarship availability
- ❖ State Meeting Structure– Evaluate Costs vs. Benefit – Virtual vs. Face to Face
- ❖ Promoting the Our Role in Healthcare - Public Awareness of our role in healthcare

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- ❖ Promoting the Our Role in Healthcare - Public Awareness of our role in healthcare

### **2021-2022 GOALS**

- 1. Increase Membership**
- 2. Task Force to look at our Meeting Structure**
- 3. Build a pool of qualified candidates**

John Koenig moved to adjourn meeting  
Mary Lou Vehige seconded  
Candi Barker adjourned Meeting at 13:58

Post Board Motion September 1, 2021  
Motion Made by Candi Barker  
Seconded by John Koenig

**Motion:** I move that the Developing Forum allow 2 Developing members to be the Co-Directors for the Developing Members Forum in Fiscal 2022.

**Discussion: Tim Randolph**

I just met with Kelly Gambino and Philip Tran, both SLU seniors and copied on this email, about the Developing Professional position in ASCLS-MO. I provided a brief history of ASCLS and ASCLS-MO and explained the basics of the position to include job description and potential duties. Both are very interested in the position. If we can massage the SOPs they would like to serve as Co-Directors for 2021/2022. I highly recommend them both for this position. If approved, they would seek to assemble a committee to help them meet the needs of the position and the profession. If approved, I suggested they meet with you to discuss your specific charges for the year and get your perspective on the position.

**Motion**